



## MEMO

To: Virginia Zoo Animal Services Department

From: Greg Bockheim, Executive Director Virginia Zoo

Subject: Virginia Zoo Elephant Management Program Policy Revision

Date: February 2, 2012

### **Elephant Management Program Policy Revision**

The following policy changes take affect in the Virginia Zoo Elephant Management Program as of today.

- 1) Striking an elephant with an ankus or any similar object is now forbidden. It is not acceptable to strike an elephant as a form of positive punishment or to establish a dominance based relationship. An ankus or similar object may only be used within the context of operant conditioning training as a cue used to communicate a requested behavior from an elephant in the form of pushing, tapping or pulling without excessive force.
- 2) The Virginia Zoo Elephant Management Program safety policies must be adhered to at all times. Specifically, a protected contact work environment must be maintained and no employee is allowed to enter space occupied by an elephant except under individual instruction by a curator and only under exceptional or emergency circumstances.

I have read and understand this policy.

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Signature

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Date